Aboriginal and
Northern Affairs

Annual Report
2005 - 2006

Manitoba

2007-04565/

MINISTER OF ABORIGINAL AND NORTHERN AFFAIRS
MINISTER RESPONSIBLE FOR
COMMUNITIES ECONOMIC DEVELOPMENT FUND

Room 344
Legislative Building
Winnipeg MB R3C 0V8
CANADA

His Honour the Honourable John Harvard, P.C., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2006.

Respectfully submitted,

Oscar Lathlin
Minister

Manitoba

Deputy Minister of Aborginal and Northern Affairs

Room 350
Legislative Building
Winnipeg MB R3C 0V8
CANADA

Honourable Oscar Lathlin
Minister
Aboriginal and Northern Affairs
Room 344, Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2006. I am pleased to report that the department has made significant progress on many policy and program initiatives benefiting Aboriginal and northern people.

The department is a strong advocate of the Aboriginal employment strategies to promote the recruitment, employment and retention of Aboriginal people in all levels of employment within public and private workforces. This report describes many important initiatives and partnerships that have been developed to strengthen Aboriginal participation in the economy.

We report on progress in the our priority to resolve provincial obligations through the negotiation and implementation of Treaty Land Entitlement and other agreements related to land and northern hydro-electric development. We are implementing a fast-track initiative to improve the performance of the transfer of TLE land to First Nations. A new TLE agreement was negotiated with the Peguis First Nation for ratification by their members. Final settlement was achieved with the Moose Lake community and a significant new agreement was negotiated and signed with Canada to establish the O-Pipon-Na-Piwin Cree Nation (OPCN) as a First Nation under *The Indian Act*.

Our Department is involved in a number of national and inter-provincial initiatives to improve cooperation and partnerships. ANA hosted a successful annual meeting of the Northern Development Ministers of Canada in September 2005 with attendance by the Minister of Indian and Northern Affairs Canada and delegations from ten provincial and territorial governments.

Aboriginal and Northern Affairs also worked with other provincial departments, the federal government and national Aboriginal organizations to develop the discussion papers for the historic First Ministers Meeting on Aboriginal priorities that was held in Kelowna in November 2005. This meeting achieved unprecedented unanimous support for a process to "Close the Gap" in well being and quality of life indicators for Aboriginal people within ten years.

This report provides details on the progress on our priority to provide support to ANA communities for the upgrading, operation and maintenance for water treatment and wastewater infrastructure as well as waste disposal services. We describe how the department was successful in leveraging additional funding in support of projects to enhance services for communities.

This report has a new section on Performance Indicators. We hope that this will provide an understanding of the preliminary indicators for measuring progress on our goals. At the same time we trust this will provide an overview of the challenges faced by the department not only in achieving success but also in determining the appropriate indicators and finding the data required to measure the outcomes.

I would like to take this opportunity to thank you for your leadership and support of the many innovative initiatives to achieve an improved quality of life that includes enhancement of the education, health, housing, economic development and employment opportunities for Aboriginal people and northern Manitobans.

Respectfully submitted,

Harvey Bostrom
Deputy Minister

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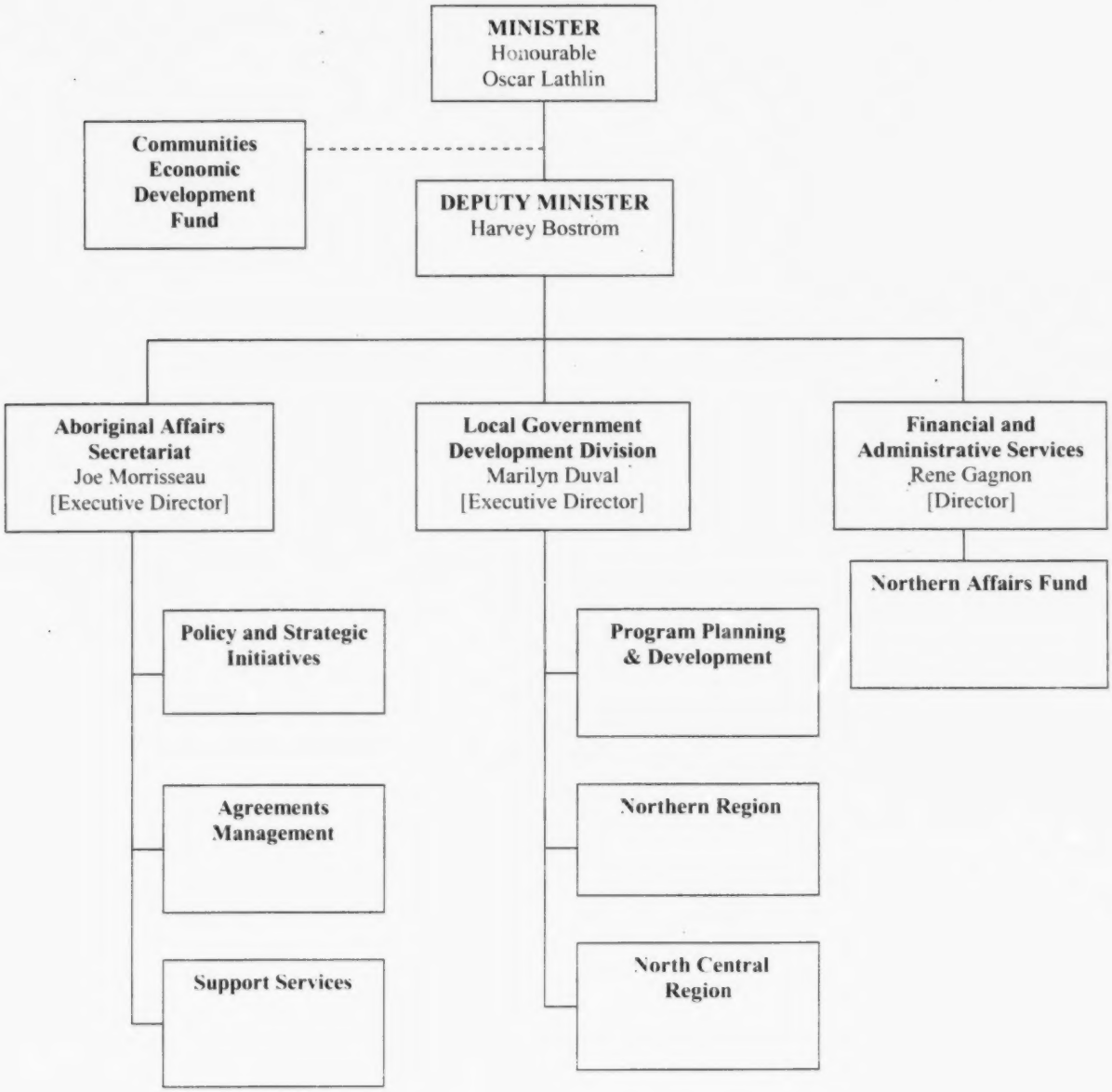
Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2006



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern people.

Departmental Mission

Better services, opportunities and results for Manitoba's Aboriginal and northern people.

Departmental Goals

Economic Engagement
To strengthen the participation of Aboriginal and northern people in Manitoba's economy.

Resolution of Provincial Obligations
To resolve outstanding provincial obligations to Aboriginal/northern communities.

Self Determination
To foster self-determination, accountability and sustainable growth.

Healthy Communities
To support the mental, emotional, physical and spiritual health of northern communities and Aboriginal people.

Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2006, there were 50 Aboriginal and Northern Affairs communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minster has municipal authority.

Brochet
South Indian Lake
Granville Lake
Nelson House
Ilford
Pikwitonei
Thicket Portage
Sherridon
Wabowden
Oxford House
Herb Lake Landing
Gods Lake Narrows
Cormorant
Red Sucker Lake
Norway House
Island Lake
Moose Lake
Easterville
Dawson Bay
Red Deer Lake
National Mills
Barrows
Powell
Baden
Duck Bay
Rock Ridge
Camperville
Mallard
Salt Point
Meadow Portage
Spence Lake
Crane River
Pelican Rapids
Waterhen
Berens River
Dauphin River
Little Grand Rapids
Princess Harbour
Matheson Island
Pine Dock
Loon Straits
Seymourville
Agharning
Bissett
Homebrook
Fisher Bay
Hanwill
Dallas/Red Rose
Manigotagan
Aboriginal and Northern Affairs Communities
Legend:
Northern Region Communities
East/West Region Communities
Boundary of Aboriginal & Northern Affairs Area
Manitoba
Aboriginal & Northern Affairs
March 31, 2002

Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction towards the implementation of departmental programs. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with convenient access to government by providing access to members of Cabinet and by providing information regarding government programs and the appropriate provincial staff contacts for those programs.

The department supports government wide initiatives such as the Northern Development Strategy and the Northern Employment initiative which is a long-term plan to develop the human and natural resources of the North. Its goal is to create opportunities for social and economic changes that benefit all northerners. At the heart of the strategy is the belief that the priorities, strengths and experiences of northerners must guide northern development.

Various divisions of the department are involved in Aboriginal specific programming and ongoing consultation with the Aboriginal communities and organizations in Manitoba regarding the Aboriginal Justice Inquiry recommendations.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Minister's Salary	29.7	1.00	29.4	.3	
Total Expenditures	**29.7**	**1.00**	**29.4**	**.3**	

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	833.0	14.00	805.7	27.3	
Other Expenditures	273.3		276.1	(2.8)	
Total Expenditures	**1,106.3**	**14.00**	**1,081.8**	**24.5**	

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the department. The human resource function for the department is included in this branch (see Consolidated Human Resource Unit Section for details on the departmental human resource function).

The Director of Financial and Administrative Services also fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* as well as provides French Language Services for the department required by *The French Language Services Act*.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the department as delegated by government statutes/regulations and policies.
- To provide financial advice and support services to assist the departmental divisions in the achievement of their goals and objectives.
- To ensure that all departmental financial activities adhere to all government regulations, policy, and guidelines including writing/amending departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all departmental programs to departmental managers.
- To prepare the departmental estimates.
- To prepare the department's annual report and quarterly cashflow projections including variance explanations.
- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of departmental non-compliance.
- All support services were provided within established service standards.
- Advice provided resulted in:
  - the allocation of financial resources so that the maximum benefit was obtained,
  - acquiring goods and services in an economical, efficient and effective manner.
- Policies and procedures were reviewed and amended on a priority basis.
- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

- With the proclamation of *The Sustainable Development Act*, the department has instituted a committee to prepare an action plan to meet provincial sustainable development goals. The Director of Financial and Administrative Services is the head of this committee. The following provides an overview of the activities undertaken with this initiative.

In December 2000, Cabinet adopted *Manitoba's Sustainable Development Procurement Guidelines* and directed Manitoba's Procurement Council to oversee implementation of *The Sustainable Development Act* requirements for procurement guidelines, goals, organizational action plans, and reporting.

Aboriginal and Northern Affairs prepared an Action Plan that incorporates the five *Sustainable Development Goals* established by the *Manitoba Procurement Council*. The activities and actions of the plan can be summarized as follows:

- Increase awareness and knowledge of sustainable procurement practices;
- Reduce toxic substance use and purchases by 5%;
- Divert solid waste from landfill by 25%;
- Reduce consumption and emission of fossil fuels by 5%;
- Increase ethanol blended fuel use to 10% of total vehicle fuel purchases;
- Reduce total annual consumption of utilities by 15% by 2008;
- Increase use of environmentally preferable products and services;

- Increase participation of Aboriginal people and suppliers, small and community-based businesses and co-ops; and
- Increase the development and growth of local environmental industries and markets.

The department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefit anticipated through these initiatives are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

As of March 31, 2006, Aboriginal and Northern Affairs continues to strive to achieve the targets set out in the government wide initiative. The department uses only recycled paper. Increased usage of recycled products is a key component of this plan. Printers in the department have the capacity for double-side printing, reducing the paper consumption within the organization. The department has also provided information to staff in respect to changing driving habits and reducing gasoline consumption.

The department continues to strive to attain the targets of the activities defined in the Sustainable Development Plan and look forward to providing positive results for years to come.

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	371.2	6.00	364.0	7.2	
Other Expenditures	113.1		113.9	(0.8)	
Total Expenditures	**484.3**	**6.00**	**477.9**	**6.4**	

Consolidated Human Resources Unit

The Human Resource Services function for the Department of Aboriginal and Northern Affairs and Transportation and Government Services is consolidated into one unit. The unit provides leadership and support in human resource management and pay and benefit services for the two departments under one Director reporting to the respective departmental Deputy Ministers. The Consolidated Human Resource Unit provides service out of two centers. One center is located in Winnipeg with a full time Human Resource Consultant providing service to the Aboriginal Affairs Secretariat and Local Government Development's Winnipeg office. The unit in Thompson offers the same full range of human resource management to the Local Government Development offices in Thompson and Dauphin, as well as the Finance and Administration division. The office located in Thompson also provides full pay and benefit services to all Aboriginal and Northern Affairs staff. The northern unit consists of one Human Resource Consultant, one Human Resource Assistant and two Pay and Benefits Administrators. This unit reports to the Director of the Consolidated Human Resource Unit and is the only Consolidated Human Resource Unit with services in the North.

The services provided include human resource planning and management, recruitment and staffing, compensation and benefits, job classification, labour and employee relations, training and development, performance management and employment equity.

The unit operates under delegated staffing and classification agreements with the Civil Service Commission whereby all Human Resource staff in the unit have delegated authority for the two departments.

Accomplishments Specific to Aboriginal and Northern Affairs

- Staffing activity included twenty permanent and term staffing actions. There are currently no selection decisions being appealed.
- On-going provision of payroll and benefit administration out of Thompson.
- Full working level of two Human Resource Consultants to provide human resource assistance, advice and guidance to all department staff and management.
- Active participation in Access programs at Keewatin Community College.
- Employment equity is factored into all staffing actions within the department. The department's Employment Equity strategy includes a statement in all recruitment ads that Aboriginal candidates will be given preference.

- Department representation is:

EMPLOYMENT EQUITY GROUP	EMPLOYEES	PERCENTAGE
Female	48	56%
Aboriginal	34	40%
Disabled	2	2.35%
Visible Minority	2	2.35%

- Ongoing classification services to the department. There were no classification decisions appealed.
- Provision of guidance and advice to management on labour relations, including appropriate action and negotiating settlements to resolve issues before the formal grievance stage.
- Provision of guidance and support to management in organizational review and structural design matters.
- The Department of Aboriginal and Northern Affairs has now begun the next step towards integrating competencies into their Human Resource programs - job profiling. Using the competency model, the department has completed the behavioral and technical profiles for their executive and senior level manager positions, their analytical positions, as well as the Consultant role in the Consolidated Human Resources Unit.
- The department has now implemented the competency based model for training and development of staff.

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage sub-division levies and various "northern" programs/projects administered by Aboriginal and Northern Affairs for other government departments and other agencies.

The second account is the "Taxation Account." This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with departmental policies for the development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.
- To provide accounting and trust services in support of the delivery of various government programs.
- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.
- To administer the municipal employee benefits program for northern communities.

- To administer the community audit program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.

- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.

- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Trust Fund for 2005/2006 was $22,223,561 managed in 40 programs. The major sources of revenue were:

  $15,971,518 from Aboriginal and Northern Affairs' appropriations
  $2,171,498 in tax revenue [2005 calendar year]
  $2,135,170 in Provincial-Municipal Tax Sharing Grant funds distributed to northern communities and First Nations in Manitoba
  $312,835 administered for 13 cottage subdivisions in northern Manitoba

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees of 20 northern communities.

- During the fiscal year ending March 31, 2006, the department received audits for the 2004/05 fiscal year. Of the 39 communities requiring an audit opinion, 34 received an unqualified opinion and 5 received a qualified opinion.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	195.6	4.00	223.5	(27.9)	
Other Expenditures	53.9		54.0	(.1)	
Total Expenditures	**249.5**	**4.00**	**277.5**	**(28.0)**	

Programs and Operational Support

Marilyn Duval - Executive Director

The Executive Director advises the Minister and Deputy Minister on technical and managerial matters related to policy and program development and implementation and service delivery. Programs and Operational Support develops and facilitates inter-departmental partnerships that support economic and local government development in northern Manitoba. It also supports and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of the Northern Region, the North Central Region and the Program Planning and Development Branch. These three operational areas are collectively referred to as the Local Government Development Division.

The Local Government Development Division provides for the municipal requirements of 50 designated northern and remote communities and is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three central objectives:

Good Governance – To support the development of responsible local government through elected community councils, local planning and sound fiscal management, the delivery of municipal services and accountability to local electors.

Improved Quality of Life – To promote a safe and healthy community environment including: community compliance with the Canadian Guidelines for Drinking Water Quality (CGDWQ) and environmental regulations, facilitation of the development and implementation of community recreation and wellness programs, public safety through support for crime prevention, fire safety programs and emergency planning, and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate community development initiatives that are community-driven, sustainable and collaborative in partnership with community councils, other provincial departments, jurisdictions and organizations.

Activities during 2005-06 in support of these goals included:

Community Consultation

- In partnership with the Northern Association of Community Councils' 35th Annual General Assembly, the department hosted a one-day mayors and councillors information forum on August 30, 2005. Topics included a review of the Fire and Constable programs, alternative service delivery for communities with a population under 75, the Community Development Officer Pilot proposal, a presentation by Manitoba Housing and Renewal Corporation and a review of the Local Government Development Division's strategic priorities. This occasion also provided the opportunity to present years of service certificates and quality service awards to members of council and council employees as well as awards recognizing community volunteerism.
- Regional workshops were held in March 2006 in Thompson and Winnipeg for members of council and administrative staff. The Northern Association of Community Councils (NACC) participated in the workshops with a half day devoted to NACC agenda items.
- The agenda for the regional workshops included an orientation for newly elected council members, presentations on the provincial Communities *in motion* initiative, the Northern Healthy Foods Initiative, an introduction to Volunteer Manitoba and an overview and update on workplace safety and health. Other topics covered were proposed changes to *The Northern Affairs Act*, information on the 2006 Census, community development corporations, Water Plant Operator certification and the Capital Program.

Community Incorporation

- Discussions on community incorporation took place during the year with Cross Lake and Norway House Community Councils with both communities having expressed interest in the option to incorporate under the *Northern Affairs Act*.

South Indian Lake Transfer to Reserve Status

- In December 2005, the Incorporated Community of South Indian Lake passed their final council resolution to rescind the community's incorporation and to dissolve the community council. This coincided with the signing of the transition agreement between Indian and Northern Affairs Canada, the Province of Manitoba and the O-pipon-Na-Piwin Cree Nation.

- Local Government Development in collaboration with the Agreements Management branch successfully concluded negotiations with the Community of South Indian Lake and Canada to complete the transfer of the community to reserve status.
- A small non-status community will remain as an unincorporated community under the jurisdiction of the Minister of Aboriginal and Northern Affairs. As part of these negotiations, it was agreed that the municipal services for the non-status residents would be provided directly by the Cree Nation on the basis of a municipal service agreement.

Northern Development Ministers Forum (NDMF)

- The NDMF, a federal/provincial/territorial forum, was established in 2001 with the mandate to advance the diverse and common interests of northerners, as well as to raise awareness of the accomplishments, contributions, and potential of Canada's North.
- Aboriginal and Northern Affairs hosted the 2005 NDMF Forum in September 2005 on the Opaskwayak Cree Nation, The Pas. The forum was an unqualified success with attendance by the federal minister and delegations from ten provincial and territorial jurisdictions.
- The Local Government Development Division chaired a project on the theme of the Forum – *Education, Training and Employment*, as well as was instrumental in the planning and delivery of the forum hosted by Manitoba.

19.2 (b-1) Programs and Operational Support

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	216.9	3.00	210.3	6.6	
Other Expenditures	81.0		89.1	(8.1)	
Community Operations	9,143.4		9,122.4	21.0	
Regional Services	478.4		478.5	(.1)	
Grants	298.7		298.7		
Total Expenditures	**10,218.4**	**3.00**	**10,199.0**	**19.4**	

Northern Region and North Central Region

The Local Government Development Division serves 50 designated communities through regional offices and sub-offices located in Thompson, The Pas, Dauphin and Winnipeg. The division is responsible for the provision of consulting and advisory services related to municipal administration and the planning and delivery of local services. Other responsibilities include the coordination of service delivery by other provincial government departments and a variety of activities and programs that focus on strategic community development and facilitation of partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

The regional offices in Dauphin and Thompson with sub-offices in Winnipeg and The Pas deliver the following programs:

Municipal Administration Program

- The continuing professional development of community administrative personnel was facilitated through a workshop for community clerks and administrators that was held in December 2005.
- The division's Municipal Development Consultants provided on-going support throughout the year to elected councils and community administrative staff in areas of accounting and administration, planning, financial management and reporting.

Environmental Services Program

Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority. Environmental Services Consultants worked throughout the year with communities to maintain water and wastewater services and solid waste disposal services and to assist with the resolution of any operating issues as they arose.

Water and Wastewater Infrastructure

- To date, water treatment upgrades have been completed in Pikwitonei, Cross Lake, Camperville, Cormorant, Brochet and South Indian Lake as well as a pump house in Red Sucker Lake. On-going water treatment projects at various stages include Waterhen and Norway House, Mallard Phase I and Duck Bay.
- To date, wastewater treatment upgrades have been completed for sewage lagoons in Brochet, South Indian Lake, Easterville, Cross Lake, Granville Lake and Pine Dock and a sewage treatment plant in Cormorant. Work in progress includes lagoon projects for Manigotagan and Moose Lake.

Water and Wastewater Operator Certification

- During 2005/2006, the department collaborated with Red River Community College, Manitoba Conservation and Manitoba Education and Training to address the training needs of water and wastewater facility operators from northern and remote locations.
- A significant percentage of the primary operators (37%) have completed all five areas of the certification program. Completion rates for primary operators for individual courses are: Water Treatment Level I - 24 of 35 or 69%; Water Distribution Level I – 21 of 33 or 64%; Water Treatment Level II – 14 of 22 or 64%; Wastewater Treatment Level I – 14 of 28 or 50%; and Wastewater Collection Level I – 16 of 24 or 67%. The division's Environmental Services Consultants are working with communities to develop individual training plans for all operators.

Public Works Program

Workplace Safety and Health

- Subsequent to publication of *A Safe Workplace – A Workplace Safety and Health Manual for Your Community* effective April 1, 2005, the implementation stage of the Workplace Safety and Health Initiative began. This included the provision of initial training for elected community representatives and employees. It is anticipated that the training will be completed by 2007/2008.
- The training program was developed in collaboration with Red River Community College and consists of such components as hazard assessment, Workplace Hazardous Materials Information System (WHMIS), first aid and confined space.
- Where required, workplace safety and health equipment which includes confined space entry equipment, lockout tagout equipment and emergency eye wash stations was purchased. Delivery started in March 2006 and is expected to be completed in 2006/2007. Training was and will be provided in conjunction with the delivery of safety equipment.

Community and Resource Development Program

Joint Co-operative Development Project

- This project is based on a partnership between Aboriginal and Northern Affairs, four community futures development corporations and the economic development advisers and Cooperative Development Services of Manitoba Agriculture, Food and Rural Initiatives.
- A feasibility study was undertaken for the development of retail cooperatives in the communities of Camperville and Seymourville. Based on the results of the study and an expression of interest from Seymourville, a proposal for that community moved forward to the planning stage.

Community Development Officer Proposal

- Aboriginal and Northern Affairs spearheaded a proposal for the training of Community Development Officers with a view to increasing the capacity of northern communities to actively participate in local economic development opportunities. Many northern communities have participated in round table processes to formulate economic development plans and will benefit from additional resources to implement plans and strategies.
- This proposal contemplates an education and training package that will build local capacity to mobilize regional and/or community economic development plans and projects.
- Consultation with stakeholders (communities and potential partners) was completed. Based on the positive response to consultations, the division's Community and Resource Development Consultants continued with further development of the proposal with the expectation that implementation will occur in 2006/2007.

Protective Services Program

Fire Program

- The division completed a Fire Program review in partnership with the Office of the Fire Commissioner and began to implement changes including new categories of service based on a risk assessment done for all communities.
- Communities have been placed in one of four categories ranging from basic fire prevention and education and the capacity to respond to grass and brush fires to more demanding levels with increasing capacity for defensive and offensive fire fighting, vehicle extraction, ground search and water rescue.
- Improvements to the program included new training opportunities and the upgrading of fire trucks and turnout gear on a priority basis.
- Aboriginal and Northern Affairs provided the necessary operating funds to support training, helped coordinate course delivery in partnership with the Office of the Fire Commissioner and ensured that the necessary equipment and personal protective gear was available to support the training.
- Fire trucks for five communities were acquired during the fiscal year.
- Successful training sessions were delivered through the Office of the Fire Commissioner in four communities with a total of 27 candidates acquiring their Fire Fighter Level 1 certification. Each training session was delivered over a seven week period and included the complete Fire Fighter Level 1 – NFPA 1001 and Hazmat Awareness - NFPA 472 courses.
- The department provided support for community participation in the 2005 Manitoba Emergency Services Conference hosted by the Office of the Fire Commissioner in Brandon in October 2005.

Constable Program

- A review of the Constable Program (in cooperation with Justice and RCMP) has been completed. Recommendations being implemented include a clear assignment of roles and responsibilities among the partners, better communication, enhanced training for community constables and upgrades to equipment including vehicles.
- The program is being extended to the communities of Thicket Portage and Pikwitonei who have not previously had a constable program as part of their municipal services.
- Constables from the communities of Camperville, Crane River, Duck Bay, Pikwitonei and Thicket Portage commenced an intensive three-week training program in March at the RCMP "D" Division headquarters in Winnipeg. This training program is the result of a partnership between Aboriginal and Northern Affairs, the RCMP Aboriginal Policing Directorate and Public Safety and Emergency Preparedness Canada.

Recreation Program

Program Review

- Subsequent to a comprehensive review of the Recreation Program, recommended changes were implemented April 1, 2005. Changes included a new funding formula for those communities having a population between 75 and 299 and without full-time recreation directors, the strengthening of planning and reporting requirements and greater flexibility for delivery of programming at the community level.

Northern Links – Recreation Workshop

- Northern Links is an annual professional development workshop primarily for recreation directors but is increasingly attracting others working in the area of community health and wellness. Participants are drawn from Northern Affairs and First Nation communities and the feedback from participants and key stakeholders is very positive as we continue to improve the workshop each year.
- The event this year, held September 19-23, 2005, featured the founder of the acclaimed Kugluktuk High School Athletics Association Grizzlies Program as its guest speaker. The Grizzlies program has attracted considerable attention for the positive impact it has had on significant problems of suicide and substance abuse among the youth of Kugluktuk, Nunavut.

www.NorthernLinks.org

- Direct support from the Local Government Development Division led to the creation of a new web site www.NorthernLinks.org. Northern Links is a new initiative to reach out to sport and recreation directors, program leaders, coaches, teachers and health advocates in Canada's Aboriginal, rural and remote communities. It offers professional support in managing, creating and updating community sport and recreation programming. Users can search the database for information on policies, program outlines, forms and guides or post a question and receive tips, advice and support from colleagues throughout Canada.
- Support for this initiative has been facilitated by Aboriginal and Northern Affairs in collaboration with other provincial government stakeholders.

Northern and Remote WaterSmart Initiative

- Support arising from a partnership between Aboriginal and Northern Affairs and the departments of Healthy Child Manitoba and Culture Heritage and Tourism enabled the Lifesaving Society – Manitoba Division to deliver a pilot water safety education program reaching 500 young people in six northern communities – Oxford House, Garden Hill, Wasagomach, Wabowden, Lynn Lake and Sandy Bay.
- Based on the success of the pilot program, Aboriginal and Northern Affairs has coordinated support with other provincial government stakeholders for an expanded program in 2006 which anticipates participation by at least 10 communities and up to 1000 individuals.

Aboriginal Summer Leadership Training Workshop

- In partnership with the Northwest Métis Council and various Aboriginal communities and agencies, department staff helped to plan, organize and facilitate a two day workshop for students from 11 communities across the Parkland region. The workshop, geared towards students involved in summer employment as community recreation staff, offered training and resources on issues such as effective planning of summer programs, conflict resolution, minimizing risks and hazards and developing lesson plans and evaluations.

Healthy Kids, Healthy Futures Task Force Report

- Local Government Development has identified areas where recreation program staff can facilitate implementation of the recommendations of the Healthy Kids, Healthy Futures Task Force and has been working with Culture Heritage and Tourism and the Department of Healthy Living. Specific areas of involvement include Communities *in motion,* injury prevention, water safety and recreation leadership.

19.2(b-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	856.4	13.00	891.0	(34.6)	
Other Expenditures	341.2		337.1	4.1	
Total Expenditures	**1,197.6**	**13.00**	**1,228.1**	**(30.5)**	

19.2(b-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	928.6	13.00	877.1	51.5	
Other Expenditures	271.1		269.2	1.9	
Total Expenditures	**1,199.7**	**13.00**	**1,146.3**	**53.4**	

PROGRAM PLANNING AND DEVELOPMENT SERVICES

The Program Planning and Development Branch provides consistent policy and program development; strategic and operational planning and performance measurement support; communication services; resource manual development; and research and analytical capability in support of local government and community development.

Program Planning and Development Branch staff is assigned to all program areas and is responsible for program review and innovation. In addition to support provided to specific program areas, the branch achieved the following during 2005/2006:

New *Northern Affairs Act* Nearing Completion

- Based on consultations held with community stakeholders, work continued throughout the past year on drafting new legislation. The new Act was undergoing final review at year end and it is expected that the new Act will be introduced when the Legislature sits in the session beginning in March 2006.

Resource Materials

- Publications released over the past year include the *Community Contact* newsletter, *Land Use Planning Guide* and *Understanding Financial Statements*. In addition to new materials, updates and revisions were made to manuals currently in circulation. Resource material is available on-line on the department's web site.

Employee Recognition Program

- At the 2005 NACC annual gathering, community employees were recognized with service excellence awards and community volunteers and elected representatives were presented with certificates for long service. Three special awards were also given to recognize outstanding contributions by community members.

Bursary and Employment Program

- The Local Government Development Division sponsored four bursaries in Engineering and Civil Engineering Technology in collaboration with the Helen Betty Osborne Memorial Foundation. Four Aboriginal students were awarded bursaries in November 2005. As in past years, bursary winners were eligible for summer employment with the Engineering Services branch of the Local Government Development Division.

Updated ANA Website

- On February 1st 2006, Aboriginal and Northern Affairs activated the re-designed website at www.gov.mb.ca/ana/ . Considerable effort went into the re-design and content of the new site to make it engaging and a site that people will use and return to. The web site provides an opportunity to contribute to the understanding of the issues facing Aboriginal and northern Manitobans and the work of the Manitoba government and our department in support of improved social and economic outcomes for Aboriginal and northern Manitobans.

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	422.2	6.00	415.5	6.7	
Other Expenditures	96.0		96.1	(.1)	
Total Expenditures	**518.2**	**6.00**	**511.6**	**6.6**	

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's three branches - Policy and Strategic Initiatives, Agreements Management and Support Services are focused on efforts to improve quality of life for Aboriginal Manitobans and to a relationship of mutual understanding, trust and respect between the provincial government and Aboriginal Manitobans.

The Secretariat influences policy and development of initiatives to create positive change in government and communities and supports development in Aboriginal communities by finding or providing financial and technical resources.

The Secretariat assists First Nations communities with self-government agreements and the negotiation and implementation of comprehensive agreements related to hydro development in northern Manitoba, treaty land entitlements and other land related issues.

Objectives:

- To influence development and delivery of policies, programs and services that result in safe, healthy and secure environments.
- To conclude agreements related to adverse effects of hydro development, treaty land entitlement and other land related matters.
- To fulfill provincial responsibilities resulting from agreements.
- To increase community confidence, knowledge and leadership skills.
- To develop meaningful partnerships between Aboriginal and northern people and all levels of government.
- To build a workforce representative of Aboriginal and northern people.
- To promote more sustainable entrepreneurial and community economic environment.
- To provide administrative management services, technical research and special project support for the Secretariat.

The program specific activities are provided under separate headings.

Support Services

Activities:

- Provided the department with coordination and monitoring of information technology activities.
- Provided Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, human resource services, management reporting, information technology management, and administrative support services.
- Provided Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Coordinated and monitored departmental information technology activities for adherence to standard government policies and practices.
- Financial resources allocated for the maximum benefit.
- Efficient and effective use of human resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	330.8	6.50	336.5	(5.7)	
Other Expenditures	79.0		80.0	(1.0)	
Total Expenditures	**409.8**	**6.50**	**416.5**	**(6.7)**	

Agreements Management

To ensure the negotiation and successful implementation of settlements that will, collectively and individually, resolve land and other issues that relate to hydro-electric development, treaty land entitlement and other land exchange and/or land use related agreements.
To assist with the completion of Constitutionally-obligated provincial consultations.

Activities:

Promoted the development of positive relations and an atmosphere of partnership and trust between government and the Aboriginal community:

- Through informational presentations to government and non-government groups;
- Through the coordination of forums for information sharing between government departments and Aboriginal organizations who share common goals and issues; and
- Through Constitutionally-obligated provincial consultations with Aboriginal communities.

Established and maintained contacts and working relationships with other jurisdictions, provincial government departments, organizations and other Aboriginal/northern interests in support of northern Manitoba, its communities and residents.

Continued the negotiation and resolution of Manitoba's obligations under the Northern Flood Agreement (NFA).

- Developed and implemented processes and programs with Cross Lake First Nation, Canada and Manitoba Hydro.
- Conducted land exchange process including the surveying of land exchange sites at Cross Lake and Norway House.
- Participated in discussions with the Cross Lake Trappers' Association.

Coordinated and/or participated in the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Continued implementation activities related to NFA Comprehensive Implementation Agreements (CIA's) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasihk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Participated on and provided ongoing support to four resource co-management boards.
- Coordinated and/or participated in the land transfer process for lands designated to be reserve under NFA CIA's.

- Coordinated and/or participated in the surveying of permit and fee simple land as specified in the Comprehensive Implementation Agreements.
- Participated in the development of a Heritage Resources Agreement between Manitoba and Nisichawayasihk Cree Nation.

Negotiated claims with non-NFA communities impacted by Hydro development.

- Continued discussions toward settlements for adverse effects of Manitoba Hydro projects with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake, Thicket Portage, Pikwitonei and Nelson House.

Continued the negotiation of the settlement of the Salt Point Road/PR 276 claim with Skownan First Nation for compensation for provincial road right-of-way.

Continued participation on the Cedar Lake Resource Co-Management Board (Chemawawin Cree Nation and Aboriginal and Northern Affairs community of Easterville), and the Cormorant Resource Co-Management Board as per settlement agreements.

Finalized a settlement agreement with the Grand Rapids Forebay community of Moose Lake and continued settlement agreement negotiations with Mosakahiken Cree Nation.

Continued implementation of 27 signed Treaty Land Entitlement (TLE) agreements between Manitoba, Canada and the signatory First Nations for processing land selections and acquisitions.

- Continued to develop and establish implementation dispute resolution/mediation/arbitration process of the TLE Framework Agreement through the Implementation Monitoring Committee (IMC) and the Senior Advisory Committee (SAC).
- Led the Provincial Implementation Team in evaluating and processing TLE land selections.
- Continued the Crown land transfer process involving 837,164 acres selected under the Framework Agreement and 100,474 acres under other TLE agreements as of March 31, 2006. Under the Framework Agreement, 223,811 acres have been approved for survey, or are under survey; 92,723 acres transferred to Canada with 19,228 acres set apart as reserve. Under other TLE agreements, 96,487 acres transferred to Canada with 86,902 acres set apart as reserve.
- Continued to participate in the development of Agreed Forms with Canada and the Treaty Land Entitlement Committee of Manitoba to facilitate the implementation of TLE.
- Provided public information regarding the implementation of the TLE Framework Agreement and detailed information to municipalities and other stakeholders where necessary.

- Representatives of Manitoba, Canada and TLEC continued to discuss and resolve implementation issues relevant to outstanding TLE selections through the Tri-Party process.
- Continued to meet with TLE First Nations to assist the land transfer process.

Continued negotiations with Canada and Peguis First Nation to address outstanding TLE.

Continued the TLE Crown land selection and acquisition process with respect to the TLE First Nations of Garden Hill, Swan Lake, Long Plain, Roseau River and Red Sucker Lake.

Coordination of and participation in northern development activities and initiatives:

- Continued working with the commercial fishers of Berens River and other fishing communities on Lake Winnipeg to assist them in the development of their associations and to improve the viability and sustainability of their fishing industry.
- Participated with the departments of Education and Training and Conservation on the Board of Directors for the Churchill Northern Studies Centre.
- Participated on Federal/Provincial Forestry Working Group and Federal/Provincial Fisheries Working Group.
- Participated in the East Side Planning Initiative.
- Participated on development of the study for a winter/all weather road to Nunavut.
- Participated in negotiations related to the constitution by Canada of O-Pipon-Na-Piwin Cree Nation (OPCN) as a First Nation at South Indian Lake.
- Participated in the discussions on the development of the Terms of Reference for Trilateral Resource Access Committee working group between Assembly of Manitoba Chiefs, Canada and Manitoba.
- Participated in the Crown Consultation Process for Wuskwatim Generation and Transmission Projects.
- Provided lead role in Emergency Radio Telecom service in northern Manitoba.

Major Accomplishments include:

- Developed a 12-month Action Plan with Manitoba Hydro for the implementation of the NFA for Cross Lake First Nation.

- A TLE agreement was prepared for ratification by Peguis First Nation.

- Final settlement agreement reached with the Aboriginal and Northern Affairs community of Moose Lake related to adverse effects resulting from the Grand Rapids Forebay development.

- Signed agreements related to the constitution by Canada of the O-Pipon-Na-Piwin Cree Nation at South Indian Lake.

- Participated in the completion of the Wuskwatim Consultation Steering Committee report on the Crown Consultation Process for Wuskwatim Generation and Transmission Projects.

- Completed the Terms of Reference for the Tri-Lateral Resource Access Committee working group between the Assembly of Manitoba Chiefs, Canada, and Manitoba.

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	513.2	7.00	435.7	77.5	
Other Expenditures	249.1		133.9	115.2	(1)
Agreements Implementation	1,277.6		1,281.3	(3.7)	
Total Expenditures	**2,039.9**	**7.00**	**1,850.9**	**189.0**	

(1) The variance represents costs associated with TLE implementation.

Policy and Strategic Initiatives

- To work with provincial departments on policy and program development in the areas of health, education, social services, justice, economic and community development to achieve improved well being for Aboriginal Manitobans.

- To negotiate and implement self-government options.

- To provide and leverage financial and technical resources in support of Aboriginal capacity building initiatives.

Activities:

Promoted the development of better relations and an atmosphere of partnership and trust between government and the Aboriginal community:

- Through informational presentations to government and non-government groups;
- By working with Aboriginal organizations in the preparation of business plans reflecting common goals and issues; and
- Through the coordination of forums for information sharing between government departments and Aboriginal organizations on common goals and issues.

Promoted the development of coordinated Aboriginal policies and programs which enhance the ability of the Province to respond to Aboriginal issues in a timely and effective manner.

- Took the lead, or participated in, interdepartmental or intergovernmental working groups and steering committees such as the Winnipeg Partnership Agreement, Healthy Child Manitoba, Neighbourhoods Alive, Manitoba Suicide Prevention Committee, Neewin Health Care Inc. and Intergovernmental Committee for First Nations Health to develop or review policies, programs and initiatives;
- Maintained liaison with other provincial departments to ensure continuity and consistency of program development and implementation;
- Responded to departmental requests to review policies, programs and proposals and provide advice on matters of concern for Aboriginal Manitobans;
- Coordinated information on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations and provided reports to the AJIC Committee of Cabinet; and
- Provided support and information to the Aboriginal Issues Cabinet Committee.

Developed strategies to address the needs of Aboriginal people.

- Continued participation on the Northern Development Strategy Coordinating Group and interdepartmental working groups on health, education, housing and economic development to maintain continuity of information and planning on northern development;
- Continued implementing the Aboriginal employment strategy and signed additional agreements with major employers in the health and information technology sectors to promote the recruitment, employment and retention of Aboriginal people in all levels of employment within their workforces and the employer groups that they represent;
- In partnership with the Department of Education, Training and Youth, provided funding to Partners for Careers for a store front operation in Winnipeg and to continue work with Manitoba Association of Friendship Centres with placing Aboriginal graduates in careers;
- Administered the Northern Healthy Foods Initiative with assistance from Manitoba Agriculture, Foods and Rural Initiatives, Healthy Child Manitoba and Healthy Living; and
- Contributed to a number of broader processes aimed at addressing the issue of Aboriginal suicide prevention such as the developing Manitoba Framework for Suicide Prevention and the First Nation and Inuit Health Branch's National Aboriginal Youth Suicide Prevention Strategy (NAYSPS).

Provided a coordinated Provincial response to Aboriginal requests for assistance and support for Aboriginal initiatives such as:

- Actively supporting the Aboriginal Partnership Committee to advise and assist with implementing the Aboriginal component of the Winnipeg Partnership Agreement;
- Participated on various committees to review services to Aboriginal persons with disabilities, Aboriginal women's issues, northern, rural and urban Aboriginal housing, and an interdepartmental working group lead by the Residential Tenancies Branch to respond back to a Long Plain First Nation request to adopt the province's Residential Tenancies Act.
- Regularly field information requests on Aboriginal statistics from other departments and organizations external to the provincial government.

Provided and leveraged financial and technical resources in support of Aboriginal capacity building initiatives.

- Administered the Aboriginal Development Program by:
    - Receiving business plans from seven Aboriginal organizations, disbursing core funding to the Manitoba Association of Friendship Centres for distribution to the eleven centers in Manitoba, the Manitoba Métis Federation, the Assembly of Manitoba Chiefs, the Manitoba Keewatinook Ininew Okimowin Inc., the Southern Chiefs Organization, Mothers of Red Nations and the Manitoba Aboriginal Sport and Recreation Council, and monitoring outcomes;
    - Providing funding to the Manitoba Métis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
    - Assessing project proposals and disbursing grants for community-based projects benefiting Aboriginal communities.
- Administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants.

Took the lead in tripartite processes representing Manitoba in discussions and negotiations on Aboriginal self-government and federal/provincial cooperative arrangements for Aboriginal peoples in forums such as:

- Sioux Valley First Nation self-government negotiations on the development of a Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
- Tripartite agreement and process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg;
- Métis self-government negotiations with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis;
- With Family Services and Housing, Framework Agreement Initiative negotiations with the Assembly of Manitoba First Nations and Canada on the Child and Family Services side-table; and
- With the departments of Conservation and Justice, provided representation on inter-provincial meetings with Canada and the Métis National Council regarding Métis Aboriginal rights, in particular with hunting/harvesting rights stemming from the Supreme Court decision on the Powley case.

Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues.

- Ensured Manitoba's participation on the Steering Committee and working groups for preparatory planning of the First Ministers' Meeting on Aboriginal Issues in November 2005;
- Coordinated Manitoba's input into the sectoral sessions of the Canada-Aboriginal Peoples Roundtable process on Aboriginal health, life long learning, housing, economic opportunities, negotiations and accounting for results which cumulated in Policy Accords between the Federal Government and National Aboriginal Organizations; and
- Continued board membership on the Aboriginal Human Resource Development Council of Canada and related activities with Aboriginal employment and training.

Major Accomplishments include:

- Aboriginal Affairs Secretariat, in collaboration with Federal/Provincial Relations, coordinated Manitoba's participation on the year long preparations at the national level for the historic First Ministers' Meeting on Aboriginal Issues held on November 25, 2005. This meeting, which included the leadership of Canada's National Aboriginal Organizations, focused upon five key priority areas including relationships, education, housing, health and economic opportunities. Issues pertaining to the environment and infrastructure were also highlighted. The principle outcome is to work together to close the gap in well-being between Aboriginal and non-Aboriginal people in Canada within ten years.

- Aboriginal and Northern Affairs has developed a "Closing the Gap Implementation Plan" which was tabled and approved on February 14, 2006 to address the gap in socio-economic well-being between Aboriginal and non-Aboriginal people in Manitoba. Specifically, approval in principle was provided for staff to begin work on the development of a provincial strategy that would serve as a basis for implementing this commitment. This work builds on the commitments made at the First Ministers Meeting (FMM) on Aboriginal Issues and it entails significant interdepartmental coordination and work with other levels of government, Aboriginal organizations and the corporate sector.

- Manitoba has an established joint Working Group (Intergovernmental Committee on First Nations Health) to advise on First Nations' health issues. This joint Working Group (including Manitoba Health and Aboriginal and Northern Affairs) has been in place for two years in advance of the Aboriginal Health Blueprint process which was discussed during the First Ministers' Meeting on Aboriginal Issues. Manitoba's joint work process may serve as a national template to work with Aboriginal organizations.

- During 2005/2006, the Intergovernmental Committee on First Nation Health (ICFNH) Working Group concluded its Health Care "Environmental Scan" Report. It held 3 joint forums on First Nation Health Human Resources. A Health Care Fiscal Analysis Report (of all First Nation health expenditures and future projections) will be completed in 2006/2007. In addition, Phase I of a Medical Relocation Report is underway, seeking to resolve jurisdictional disputes for payment of relocation of First Nation residents to access services off reserve.

- Aboriginal and Northern Affairs supports Manitoba Health with the formal planning efforts of the Norway House Health Services Integration Initiative. The Master Services Plan was completed by June 2005. This report documented current and projected population, health status of residents, service gaps, principles and assumptions of the plan, noting key service changes. Norway House Health Services Inc. (the Joint Board) was legally incorporated during 2005, and during January 2006, Regulations of *The Northern Affairs Act* were amended to permit the Norway House Community Council to appoint or elect its Board Members (3) to the new Joint Board, the Norway House Health Services Inc. (NHHSI).

- Preliminary discussions on a process to develop an AJIC recommended Métis Policy began between officials on June 15, 2005. Officials from the Manitoba Métis Federation (MMF) and Aboriginal and Northern Affairs are preparing a work plan and budget collaboratively that will identify the processes and human and financial resources required to develop the Métis policy or Act. This work plan considers the scope of work required, timeframes, partnerships, potential legislative requirements and research needs.

- Aboriginal and Northern Affairs is actively represented on the Aboriginal Human Resource Development Council of Canada (ARHRDCC) Board of Directors and Champions Circle and contributed towards AHRDCC securing resources to embark on development of a National Aboriginal Apprenticeships Strategy in fall 2005. Manitoba hosted an AHRDCC "Networks of Change" Aboriginal inclusion meeting with prominent Manitoba employers in November 2005 and a Champions' event in December 2005.

- The department participated in the planning and contributed towards the funding for an Essential Skills/Prior Learning Assessment Recognition conference hosted by Advanced Education and Training and directed towards Aboriginal communities.

- The Aboriginal Development Program (ADP) supported operating costs of $2,173,400 to seven Aboriginal organizations: Manitoba Keewatinook Ininew Okimowin (MKIO), Southern Chiefs Organization (SCO), Assembly of Manitoba Chiefs (AMC), Manitoba Métis Federation (MMF), Mothers of Red Nations (MORN), Manitoba Association of Friendship Centres (MAC) which includes 11 Friendship Centres and Manitoba Sport & Recreation Council (MASRC). $390,000 was provided to support the tripartite agreements between Canada, Manitoba and the MMF and Aboriginal Council of Winnipeg. The small grants component of ADP supports capacity building activities of community-based organizations. In 2005/2006, the ADP Fund supported 59 small projects with a total of $98,137.25 in grants.

- The department was authorized $1.4 million in fiscal year 2005/2006 to continue a sixth year of the Aboriginal Economic and Resource Development (AERD) Fund. The AERD Fund supports projects that demonstrate an ability to achieve improved well-being for Aboriginal Manitobans. Priority is given to projects that address the critical employment situation for Aboriginal people and to projects that assist in addressing the goals of the Northern Development Strategy. In 2005/2006, the AERD Fund supported 73 projects with a total of $1,380,817.92 in grants. The total budgeted value of the 73 projects is $10,424,397.93. Total provincial commitment to these projects is $2,670,195.92. Total revenue leveraged from sources other than provincial government for the AERD projects is $7,736,041.05.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	675.3	8.00	618.2	57.1	
Other Expenditures	211.3		211.6	(0.3)	
Aboriginal Development Programs	2,661.5		2,658.3	3.2	
Aboriginal Economic and Resources Development Fund	1,380.8		1,400.0	(19.2)	
Partners For Careers	200.0		200.0		
Northern Healthy Foods Initiative	179.0		179.0		
Total Expenditures	**5,307.9**	**8.00**	**5,267.1**	**40.8**	

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba)* whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under 4 program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises unable to obtain financing on acceptable terms from other sources. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisherman's Loan Program (formerly under Part III of *The Fisheries Act)* assists the commercial fishery with the purchase or repair of fishing equipment and the purchase of quota entitlements. The program is available to licensed Manitoba commercial fishermen over 18 years of age.

The Fund's Team program is a micro-enterprise development program. The program supports clients with technical assistance and financial assistance in the form of loans.

In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract basis and can provide consulting assistance to communities and individual entrepreneurs in the North.

Details of the Development Fund's Financial Statement and current activities are available in its Annual Report.

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Total Expenditures	**1,513.8**		**1,514.9**	**(1.1)**	

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment and offers consulting services and support for the development of project planning and delivery capacity at the community level. Enhancing infrastructure in northern communities has a direct impact on opportunities for community economic benefits.

- In the 2005/2006 fiscal year, the department's capital allocation was $6.1 million for infrastructure upgrades and equipment in northern communities. Expenditures break down as follows:

$ 3,018.9	Water
$ 863.5	Wastewater
$ 50.0	Waste Disposal
$1,196.1	Fire Program
$ 540.9	Work Place Safety and Health
$ 402.3	Engineering, Design & Inspections, etc.

- Again this year, the department derived significant benefit from the Canada-Manitoba Infrastructure Program (CMIP) and the Manitoba Rural Infrastructure Fund (MRIF). An additional $3.3 million over and above the Capital Program allocation of $6.1 million was leveraged through participation in CMIP and MRIF, enhancing the department's capacity to address infrastructure needs in northern communities.

19.3 Capital Grants Program

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Northern Communities	6,115.1	4.00	6,121.5	(6.4)	
Community Access and Resource Roads	234.9		235.0	(0.1)	
Total Expenditures	**6,350.0**	**4.00**	**6,356.5**	**(6.5)**	

Amortization of Capital Assets

This represents the amortization of the department's computer equipment provided by Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2005/2006 $	Estimate 2005/2006 FTE	Estimate 2005/2006 $	Variance Over (Under)	Expl. No.
Total Expenditures	**174.5**		**175.8**	**(1.3)**	

Financial Information

Reconciliation Statement

DETAIL	2005/2006 ESTIMATES
2005/2006 Main Estimates	$30,420.0
Transfer from Internal Reform, Workforce Adjustment and General Salary Increases	$113.3
2005/2006 ESTIMATES	$30,533.3

Department of Aboriginal and Northern Affairs

Expenditure Summary

For fiscal year ended March 31, 2006 with comparative figures for the previous year.

Estimate 2005/2006 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-1 Aboriginal and Northern Affairs Executive				
29.4	a) Minister's Salary	29.7	28.9	.8	
	b) Executive Support				
805.7	Salaries	833.0	767.1	65.9	
276.1	Expenditures	273.3	242.3	31.0	
1,081.8		1,106.3	1,009.4	96.9	
1,111.2	**Total 19-1**	**1,136.0**	**1,038.3**	**97.7**	

Estimate 2005/2006 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations				
	a) Financial and Administrative Services				
364.0	Salaries	371.2	346.3	24.9	
113.9	Expenditures	113.1	116.1	(3.0)	
477.9		484.3	462.4	21.9	
	b-1) Programs and Operational Support				
210.3	Salaries	216.9	207.1	9.8	
89.1	Expenditures	81.0	81.2	(0.2)	
9,122.4	Community Operations	9,143.4	8,425.5	717.9	
478.5	Regional Services	478.4	462.6	15.8	
298.7	Grants	298.7	273.7	25.0	
10,199.0		10,218.4	9,450.1	768.3	
	b-2) Northern Region				
891.0	Salaries	856.4	754.9	101.5	
337.1	Expenditures	341.2	373.6	(32.4)	
1,228.1		1,197.6	1,128.5	69.1	
	b-3) North Central Region				
877.1	Salaries	928.6	865.7	62.9	
269.2	Expenditures	271.1	272.0	(.9)	
1,146.3		1,199.7	1,137.7	62.0	

Estimate 2004/2005 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	b-4) Northern Affairs Fund				
223.5	Salaries	195.6	216.6	(21.0)	
54.0	Expenditures	53.9	51.9	2.0	
277.5		249.5	268.5	(19.0)	
	b-5) Program Planning and Development				
415.5	Salaries	422.2	423.7	(1.5)	
96.1	Expenditures	96.0	93.2	2.8	
511.6		518.2	516.9	1.3	
	c-1) Support Services				
336.5	Salaries	330.8	293.0	37.8	
80.0	Expenditures	79.0	96.8	(17.8)	
416.5		409.8	389.8	20.0	
	c-2) Agreements Management				
435.7	Salaries	513.2	416.0	97.2	
133.9	Expenditures	249.1	373.3	(124.2)	
1,281.3	Agreements Implementation	1,277.6	1,281.2	(3.6)	
1,850.9		2,039.9	2,070.5	(30.6)	

Estimate 2005/2006 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	c-3) Policy & Strategic Initiatives				
618.2	Salaries	675.3	530.5	144.8	
211.6	Expenditures	211.3	130.9	80.4	
2,658.3	Aboriginal Development Programs	2,661.5	2,542.9	118.6	
1,400.0	Aboriginal Economic and Resources Development Fund	1,380.8	1,375.0	5.8	
200.00	Partners for Careers	200.0	200.0	-	
179.0	Northern Healthy Foods Initiative	179.0	199.3	(20.3)	
5,267.1		5,307.9	4,978.6	329.3	
1,514.9	d) Communities Economic Development Fund	1,513.8	1,514.3	(0.5)	
22,889.8	**Total 19.2**	**23,139.1**	**21,917.3**	**1,221.8**	

Expenditure Summary (continued)

Estimate 2005/2006 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-3 Capital Grants				
6,121.5	a) Northern Communities	6,115.1	6,121.5	(6.4)	
235.0	b) Community Access and Resource Roads	234.9	235.0	(0.1)	
6,356.5	**Total 19.3**	**6,350.0**	**6,356.5**	**(6.5)**	
175.8	**19-4 Amortization of Capital Assets**	174.5	175.7	(1.2)	
175.8	**Total 19-4**	**174.5**	**175.7**	**(1.2)**	
30,533.3	**TOTAL EXPENDITURES**	**30,799.6**	**29,487.8**	**1,311.8**	

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

For fiscal year ended March 31, 2006 with comparative figures for the previous year.

Estimate 2005/2006 $(000's)	Appropriation	Actual 2005/2006 $(000's)	Actual 2004/2005 $(000's)	Increase (Decrease) $(000's)	Explanation No.
1,111.2	19-1 Aboriginal and Northern Affairs Executive	1,136.0	1,038.3	97.7	
22,889.8	19-2 Aboriginal and Northern Affairs Operations	23,139.1	21,917.3	1,221.8	
6,356.5	19-3 Capital Grants	6,350.0	6,356.5	(6.5)	
175.8	19-4 Amortization of Capital Assets	174.5	175.7	(1.2)	
30,533.3	**Total**	**30,799.6**	**29,487.8**	**1,311.8**	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation ($000's)

For years ending March 31, 2002 - March 31, 2006

Actual/Adjusted Expenditures

Appropriation	2001-2002		2002-2003		2003-2004		2004-2005		2005-2006	
	FTE	$	FTE	$	FTE	$	FTE	$	FTE	$
Aboriginal and Northern Affairs Executive	13.00	997.5	13.00	844.6	15.00	847.8	15.00	1,038.3	15.00	1,136.0
Aboriginal and Northern Affairs Operations	66.50	19,946.0	66.50	23,853.3	65.50	21,450.9	65.50	21,917.3	66.50	23,139.1
Acquisition/Construction	5.00	2,903.3	5.00	5,393.3	5.00	6,393.3	5.00	6,356.5	4.00	6,350.0
Amortization of Assets		128.9		119.6		73.4		175.7		174.5
Total Expenditure	**86.50**	**23,975.7**	**86.50**	**30,210.8**	**85.50**	**28,765.4**	**85.50**	**29,487.8**	**85.50**	**30,799.6**

Department of Aboriginal and Northern Affairs

Revenue Summary by Source ($000's)

For year ended March 31, 2006 with comparative figures for the previous fiscal year

Actual 2004/2005	Actual 2005/2006	Increase (Decrease)	Source	Actual 2005/2006	Estimate 2005/2006	Variance	Expl. No.
			Other Revenue:				
			a) Sundry				
2.6	.6	(2.0)	Recoveries From Community Councils	.6		.6	
93.4	97.2	3.8	Chief Place of Residency	97.2	110.0	(12.8)	
96.0	97.8	1.8		97.8	110.0	(12.2)	
			Government of Canada:				
86.4	72.4	(14.0)	a) Northern Flood	72.4	100.0	(27.6)	
182.4	**170.2**	**(12.2)**	**TOTAL DEPARTMENT**	**170.2**	**210.0**	**(39.8)**	

Department of Aboriginal and Northern Affairs

Performance Reporting

ABORIGINAL AND NORTHERN AFFAIRS PERFORMANCE INDICATORS
FISCAL YEAR 2005-06

What are we measuring and how?	Why is it important to measure this?	What is the most recent available value for this indicator?	What is the trend over time for this indicator?	Comments / recent actions / report links
Well-being / economic success of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal median income for individuals age 15 and over.	Economic success as measured by income directly affects the standard of living and general level of well-being of individuals and families. The difference in median income levels provides one indicator of the relative well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 2001 Census, Aboriginal people age 15 and over had a median income of $12,459 as compared to the non-Aboriginal median income of $21,634. This reflects a difference of $9,175.	It is difficult to assume a trend from two measures; so far the gap in median income appears stable. Over time, when additional data becomes available, we may be able to see whether a trend is developing. According to the 1996 Census, Aboriginal people age 15 and over had a median income of $10,408 as compared to the non-Aboriginal median income of $19,524. This reflects a difference of $9,116. The difference between Aboriginal and non-Aboriginal median incomes has remained roughly the same since 1996. In absolute terms income levels of both groups have grown since 1996.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence median income levels. Income levels vary greatly among Aboriginal groups. For example, according to the 2001 Census, the median income for Métis individuals was $15,931 as opposed to $10,543 for North American Indians. Using the same data, the median income of those North American Indians living on reserve was $8,980. All 1996 values are reported in 2000 dollars. See Figure 1.

What are we measuring and how?	Why is it important to measure this?	What is the most recent available value for this indicator?	What is the trend over time for this indicator?	Comments / recent actions / report links
Well-being / economic engagement of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal unemployment rates for individuals age 15 and over.	Engaging Aboriginal people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Aboriginal people in Manitoba. The difference in unemployment rates provides one indicator of the relative engagement and well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 2001 Census, Aboriginal people age 15 and over had an unemployment rate of 19.0% as compared to the non-Aboriginal unemployment rate of 4.7%. This reflects a difference of 14.3 percentage points.	It is difficult to assume a trend from two measures; so far there is a decrease in the unemployment rate gap, which is encouraging. Over time, when additional data becomes available, we may be able to see whether a trend is developing. According to the 1996 Census, the Aboriginal unemployment rate was 25.5% as compared to the non-Aboriginal unemployment rate of 6.4%. This reflects a difference of 19.1 percentage points. Unemployment rates have decreased in absolute terms for both groups since 1996.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence unemployment rates. Unemployment rates vary greatly among Aboriginal groups. For example, according to the 2001 Census, the unemployment rate for Métis individuals was 13.2% while the rate for North American Indians was 24.9%. The on-reserve North American Indian population's employment rate was 30.3%. See Figure 2.
Well-being / educational attainment of Aboriginal people in Manitoba, as measured by the difference between the proportion of Aboriginal and non-Aboriginal people age 15 and over with a high school graduation certificate or greater.	Educational attainment affects the standard of living and general level of well-being of individuals and families. The difference in educational attainment, with a focus on high school completion, provides one indicator of the relative well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 2001 Census, 44.0% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 64.0% for non-Aboriginal people. This reflects a difference of 20.0 percentage points.	It is difficult to assume a trend from two measures; so far the gap in educational attainment appears to be decreasing. Over time, when additional data becomes available, we may be able to see whether a trend is developing. According to the 1996 Census, 38.1% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 60.8% for non-Aboriginal people. This reflects a difference of 22.7 percentage points.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence educational attainment. Levels of educational attainment vary greatly among Aboriginal groups. For example, according to the 2001 Census, 52.3% of Métis individuals had a high school graduation certificate or greater while the rate for North American Indians was 38.1%. The on-reserve rate for the North American Indian population was 30.7%. It should be noted that the age category of "15 and over" captures a portion of the population who are still in school.

What are we measuring and how?	Why is it important to measure this?	What is the most recent available value for this indicator?	What is the trend over time for this indicator?	Comments / recent actions / report links
			In absolute terms levels of educational attainment have increased for both groups since 1996.	See Figure 3.
The autonomy of Aboriginal and Northern Affairs communities are measured by the number of those communities incorporated.	Incorporation represents the most autonomous and independent status that a community can achieve. Our goal is to see the number of incorporated communities increasing over time.	As of March 31, 2006, two communities out of 50 were incorporated. Incorporation is not a viable option at this time for all of the 50 Northern Affairs communities.	The first community to incorporate was in 1999. In total, three communities have incorporated, one of which has since transferred to reserve status in 2005-06. Several additional communities are considering incorporation.	The Local Government Development Division actively promotes incorporation for communities that have achieved an advanced level of development. Communities making this transition are supported with additional resources for the first two years after incorporation.
The water quality in Aboriginal and Northern Affairs communities are measured by the number of boil water orders and boil water advisories issued for water treatment plants for which the department holds licenses.	Boil water orders and advisories identify water quality issues that pose a risk to public health and focus attention on systems that are not meeting the standards for safe drinking water. Ideally, we want to see the number of boil water orders and advisories at zero each year.	Six boil water advisories were issued in 2005-06 of which three were in effect on March 31st, 2006.	Each boil water order or advisory is related to a specific set of circumstances including conditions at source, plant and operator performance. Future year to year comparisons will establish any trends. The outstanding advisories at March 31, 2006 relate to: • Difficulty recruiting and retaining operators • No dependable means of getting water samples on a consistent basis • Water supplied by another jurisdiction • Transition from semi-public to private wells	To support communities' abilities to maximize their water quality, Aboriginal and Northern Affairs has sponsored a Water Operator Certification Program since 2004. In addition, our department supports water plant infrastructure upgrades on a priority basis through our Capital Program. This will enhance communities' capacity to maintain good water quality over time. In 2005-06, the department provided $3.1 million to replace and or upgrade water treatment systems in northern communities. Manitoba currently uses federal Canadian Drinking Water Guidelines as the model for water quality. Provincial water quality legislation is being developed and will become the provincial standard for water quality at which time we will reconsider the indicator.

Figure 1: Aboriginal & Non-Aboriginal Median Income (Age 15+)

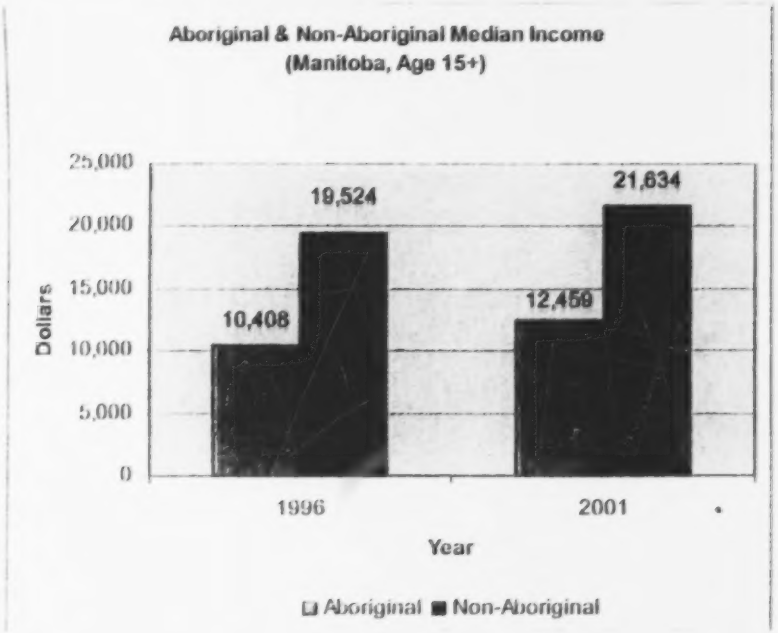


Figure 2: Aboriginal & Non-Aboriginal Unemployment Rates (Age 15+)

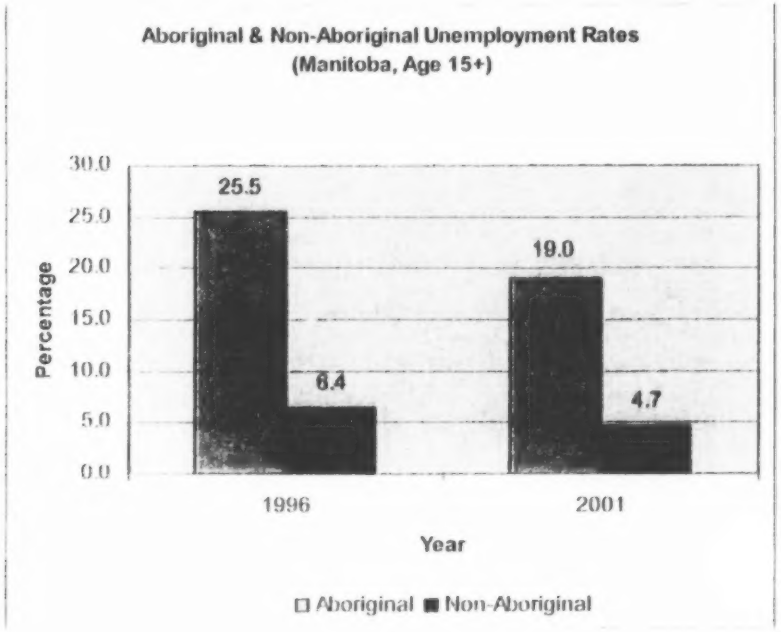


Figure 3: Educational Attainment - Proportion of Aboriginal & Non-Aboriginal People Age 15 and Over with a High School Graduation Certificate or Greater